

Air Force Reserve Command

Integrity - Service - Excellence



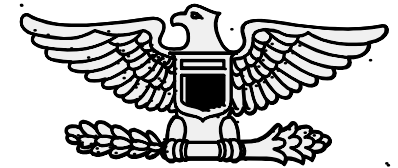
***Officer
Career
Progression***



Officer Career Progression

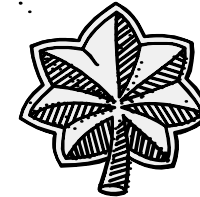


- **Performance/Career Development**

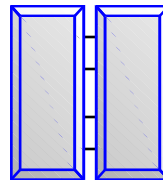


- **Promotion Board Elements**

- **Promotion Board Process**



- **Promotion Board Results**





Performance/Career Development



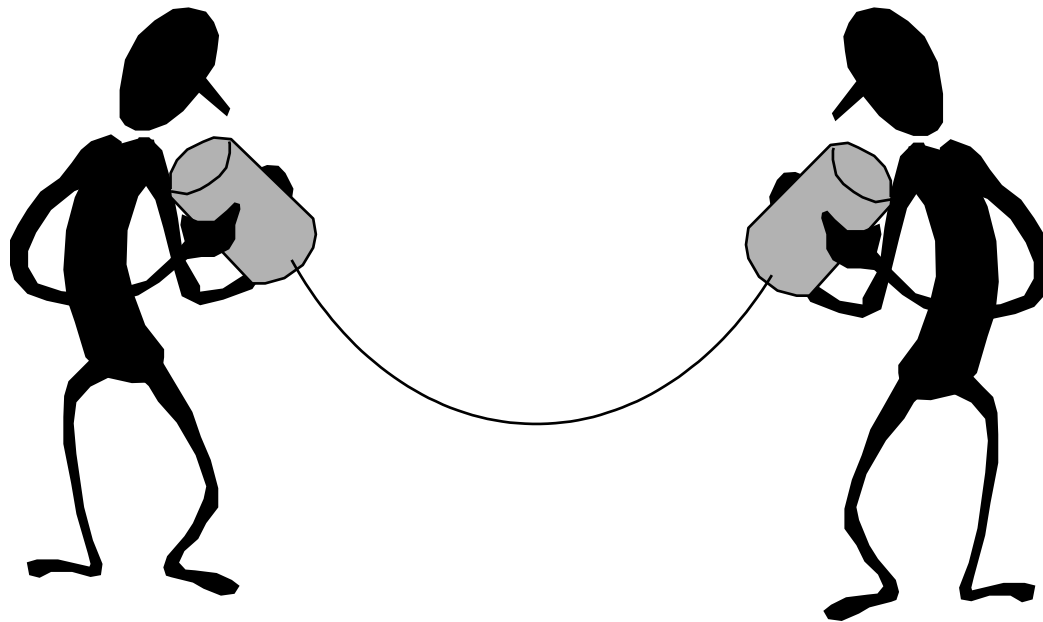
- **Performance Feedback**
- **Officer Performance Report**
- **Professional Military Education**
- **Promotion Recommendation Form (PRF)**

Integrity - Service - Excellence



Performance Feedback

AFI 36-2406 Chapter 2

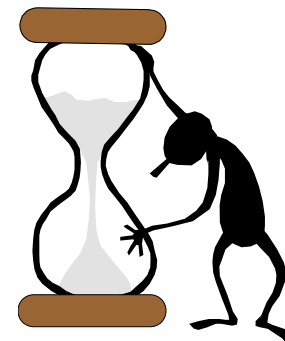


Integrity - Service - Excellence

When It's Due



- **Lt Col, Maj, Capt & Lt**
 - **Initial**
 - Within 60 days of supervision beginning
 - **Midterm**
 - Within 180 days of supervision beginning
 - Thereafter 180 days after OPR
- **Col**
 - **Initial only**
 - Within 60 days of supervision beginning
- **Annotated on OPR**
- **AF Form 724a for grades Major thru Colonel**
- **AF Form 724b for grades 2LT thru Captain**





U.S. AIR FORCE

Officer Performance Report



FIELD GRADE OFFICER PERFORMANCE REPORT			
I. RATEE IDENTIFICATION DATA <i>(Read AF Form 707a carefully before filling in any item)</i>			
1. NAME <i>(Last, First, Middle Initial)</i>	2. SSN	3. GRADE	4. DAFSC
5. PERIOD OF REPORT From: Thru:		6. NO. DAYS SUPERVISION	7. REASON FOR REPORT
8. ORGANIZATION, COMMAND, LOCATION			9. PAS CODE
II. UNIT MISSION DESCRIPTION			
III. JOB DESCRIPTION			
1. DUTY TITLE:			
2. KEY DUTIES, TASKS, AND RESPONSIBILITIES:			
IV. IMPACT ON MISSION ACCOMPLISHMENT			
V. PERFORMANCE FACTORS			
	DOES NOT MEET STANDARDS	MEETS STANDARDS	
1. Job Knowledge Has knowledge required to perform duties effectively. Strives to improve knowledge. Applies knowledge to handle nonroutine situations.	<input type="checkbox"/>	<input type="checkbox"/>	
2. Leadership Skills Sets and enforces standards. Motivates subordinates. Works well with others. Fosters teamwork. Displays initiative. Self-confident. Has respect and confidence of subordinates. Fair and consistent in evaluation of subordinates.	<input type="checkbox"/>	<input type="checkbox"/>	
3. Professional Qualities Exhibits loyalty, discipline, dedication, integrity, honesty, and officer-ship. Adheres to Air Force standards. Accepts personal responsibility. Is fair and objective.	<input type="checkbox"/>	<input type="checkbox"/>	
4. Organizational Skills Plans, coordinates, schedules, and uses resources effectively. Schedules work for self and others equitably and effectively. Anticipates and solves problems. Meets suspenses.	<input type="checkbox"/>	<input type="checkbox"/>	
5. Judgement and Decisions Makes timely and accurate decisions. Emphasizes logic in decision making. Retains composure in stressful situations. Recognizes opportunities and acts to take advantage of them.	<input type="checkbox"/>	<input type="checkbox"/>	
6. Communication Skills Listens, speaks, and writes effectively.	<input type="checkbox"/>	<input type="checkbox"/>	

AF FORM 707A, OCT 95 (EF-V2) (PwFORM PRO)

PREVIOUS EDITION IS OBSOLETE.

AF Form 707a Major to

Colonel

AF Form 707b 2Lt to Captain

Integrity - Service - Excellence



Requirements for OPR

AFI 36-2406 Chapter 3 Table 3.4



of Action Being Taken Report Required	Active/IDT Points Required	Type
Annual Annual	12	
Rater changes/ CRO	12	
Reservist reassigned Promotion to Lt Col and Col requires PRFs; Promotion consideration Directed	0	
(up to Major) Integrity - Service - Excellence by HAF		

Your Involvement



-
- **Know when your report & feedback are due**
 - **OPR shell is not required to prepare a report**
 - **Keep track of duties performed**
 - **Normal duties**
 - **Additional duties**

Your Involvement



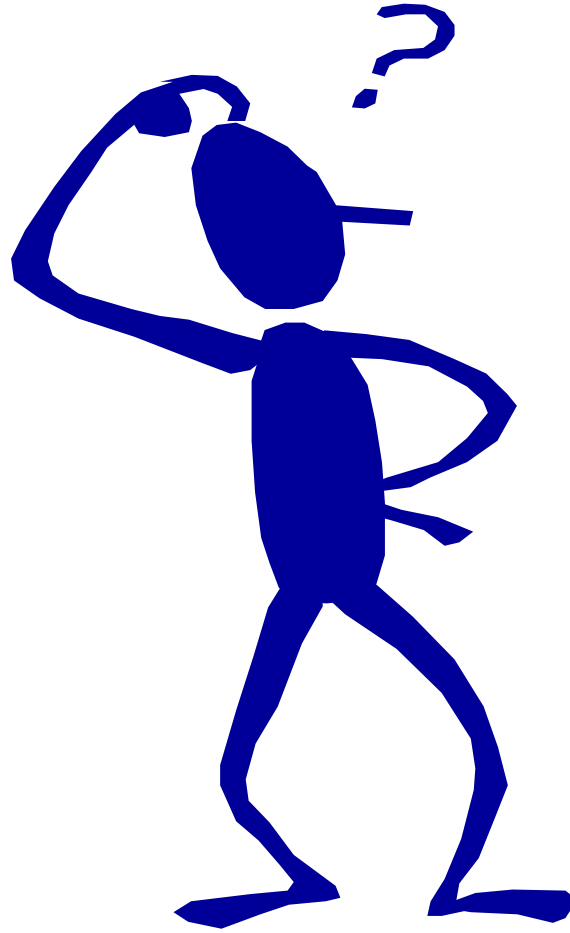
-
- **Provide input to your rater**
 - **Annotate in remarks on AF Form 40A**
 - **Keep a record of special projects**
 - **End of tour report**

Your responsibility -- be involved



U.S. AIR FORCE

Questions?



Integrity - Service - Excellence

Career Development:

PME



■ **METHODS OF PME COMPLETION FOR IMAs**

- **Non-Residence/Correspondence**
- **In-Residence (Cat B IMA o**
- **Seminars @ bases**



In-Residence PME



SOS

AWC

ACSC

**ArW
C**

ICAF

NWC





Squadron Officer School Selection Board



-
- **Captain or Captain Select via ARPC Form 27**
 - **ARPC/DPRPT holds competitive board approximately
45 days prior to the class start dates**
 - **Course at Maxwell Air Force Base**
 - **Seven classes per year**
 - **5-weeks in length**

Integrity - Service - Excellence

AFR Central School Selection Board (CSSB)

- **Intermediate Service School (ISS) - 12 Quotas**
 - **Air Command and Staff College (12)**
- **Senior Service School (SSS) - 17 Quotas**
 - **National War College (1)**
 - **Air War College (7)**
 - **Industrial College of the Armed Forces (3)**
 - **Naval War College (2)**
 - **Army War College (4)**



Central School Selection Board (CSSB)



- **ISS/SSS Attendance**
 - **10-month course**
 - **“PCS” including family move**
 - **On average 30% of applicants selected**
 - **Requires a commitment to Selected Reserve**
 - **Must sign 3 year commitment**



AFR Central School

Selection Board (CSSB)

- **Air Force Reserve solicits applications and annually conducts the CSSB at HQ ARPC**
- **Considers applicants for Senior Service Schools & Intermediate Service School (IMAs/Unit/ARTs/AGRs)**
- **Board composed of Deputy to Chief of AF Reserve; five senior colonels representing each AFR program**
- **Prior to board submission, applications are ranked by the most senior member of each AFR program**

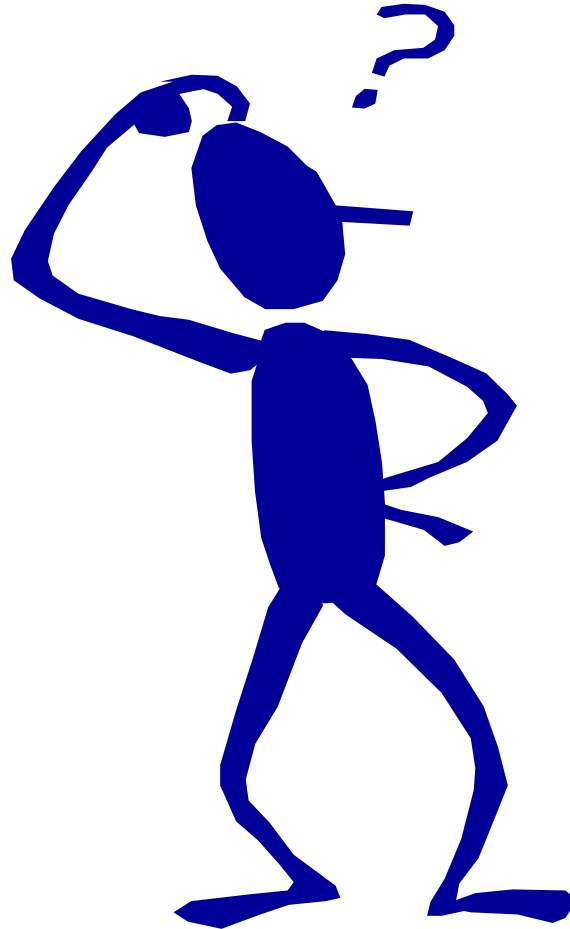
CSSB Application Process



-
- **Applications ISS/SSS (AF Form 1941)**
 - **IMA: Through rater to Program Manager**
 - **Senior MA endorses CSSB Applications**
 - **Whole Person Concept/Selection Folder**
 - **Board held at ARPC in**
November/December
 - **Selectees/Nonselectees notified**



Questions?



Integrity - Service - Excellence



U.S. AIR FORCE



Promotion Recommendation Form (PRF)

PROMOTION RECOMMENDATION			
I. RATEE IDENTIFICATION DATA (Read AFJ 36-2402 carefully before filling in any item)			
1. NAME (Last, First, Middle Initial) RATEE, I. M.	2. SSN 123-45-6789	3. GRADE Lieutenant Colonel	4. DAFSC n/a
5. ORGANIZATION, COMMAND, LOCATION Squadron, Command, Air Force Base			6. PAS CODE n/a
II. UNIT MISSION DESCRIPTION			
Responsible to USEUCOM and USAFE for operational support and distinguished visitor airlift throughout Europe, Africa, the Middle East, and the United States in direct support of United States diplomacy and foreign policy. Provides logistical, aeromedical, and operational airlift to Department of Defense administrative agencies, members of the executive branch of government, and foreign distinguished visitors.			
III. JOB DESCRIPTION			
1. DUTY TITLE: C-20A Flight Examiner/Chief, Standardization and Evaluation			
2. KEY DUTIES, TASKS, RESPONSIBILITIES: As Chief of Standardization and Evaluation, supervises 9 officers and 8 enlisted personnel in their performance as flight evaluators serving 5 aircraft and 125 aircrew members. Reports directly to the commander and operations officer for recommendations concerning flight operations. Ensures aircrews maintain established standards of proficiency through evaluation/observation. Analyzes evaluation data for adverse trends in aircrew performance and initiates corrective action when required. Works closely with the safety office and other agencies to develop or recommend improvements for aircraft operation and aircraft procedures. Evaluates aircrew ground and flight training programs.			
IV. PROMOTION RECOMMENDATION			
<ul style="list-style-type: none">- Superior leadership and performance earned several accolades—a fourth consecutive Air Force Outstanding Unit Award and the Air Force Association's "Best Reserve Unit"—best in the Air Force Reserve!- Leadership on airdrops in Operational Readiness Inspection directly contributed to an "Outstanding" rating- Aircraft commander for CINCUSCENTCOM on 33 Operation DESERT SHIELD/STORM missions- Rated "Outstanding" on employment and readiness by the IG for the Operational Readiness Inspection- Proven leadership abilities as Chief of Standardization and Evaluation; his branch achieved excellent results that directly contributed to the squadron receiving an "Outstanding" rating for two years in a row- Unparalleled professionalism and leadership abilities led to his selection as the Vice Wing Commander- The best of the best! My number one pick for promotion, HQ AF assignments, and command positions			
V. PROMOTION ZONE	VI. GROUP SIZE	VII. BOARD	VIII. SENIOR RATER ID
BPZ <input type="checkbox"/> IAPZ <input checked="" type="checkbox"/>	n/a	n/a	n/a
IX. OVERALL RECOMMENDATION		X. SENIOR RATER	
DEFINITELY PROMOTE <input type="checkbox"/>		NAME, GRADE, BR OF SVC, ORGN, CMD & LOCATION	
PROMOTE <input checked="" type="checkbox"/>		RATEE, I. M., Colonel, USAF	
DO NOT PROMOTE THIS BOARD <input type="checkbox"/>		Squadron, Command, Air Force Base	
		DUTY TITLE	
		Commander	
		SSN	SIGNATURE
		987-65-4321	
Instructions			
Review previous OERs, OPRs, Education/Training Reports, and Supplemental Evaluation Sheets. Evaluate the officer's performance and assess his or her potential. Write Promotion Recommendation (Section IV) in concise "bullet" format.			
Provide an accurate, unbiased assessment free from consideration of race, sex, ethnic origin, age, religion, or marital status.			
Provide the officer a copy of this report approximately 30 days prior to the board for which this report is prepared.			

AF FORM 709, JUN 95 (EF-V2) (PerFORM PRO) PREVIOUS EDITION IS OBSOLETE.

PRF: AF Form 709

Integrity - Service - Excellence



Promotion



Recommendation Form

■ Indicates promotion potential *(PRF)*

■ Required for promotion board to:

- Lt Col**
- Col**
- All Position Vacancy (PV) nominees**

■ Covers entire career

■ Copy to reservists 30 days prior to board

■ Completed by Senior Rater

Integrity - Service - Excellence



PRF Recommendations and Ranking



■ I/APZ Recommendations:

- **Definitely Promote**
- **Promote**
- **Do Not Promote This Board**

■ I/APZ DP ranking

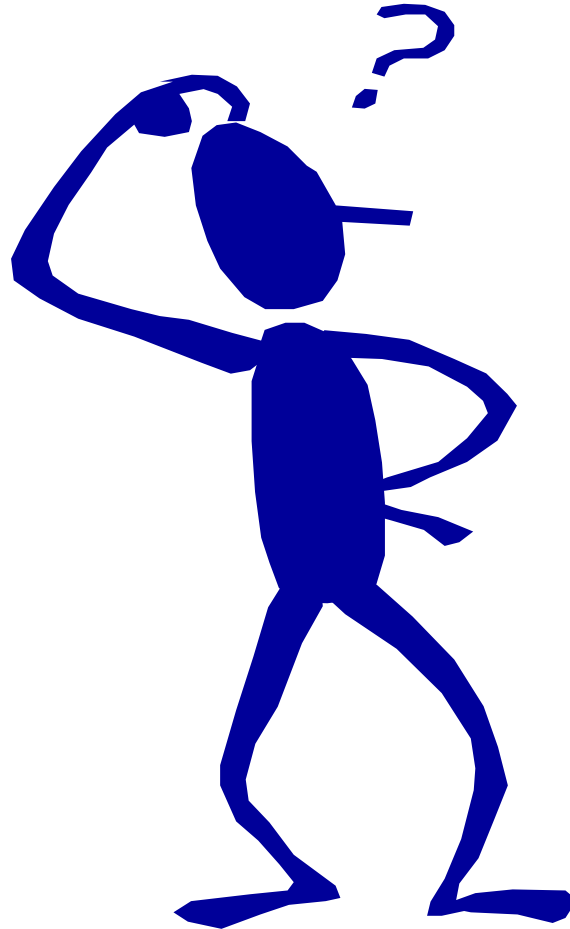
- **Example: 2/5/10**
 - **2** = Ranked #2 of all DPs awarded
 - **5** = Total number of DPs awarded
 - **10** = Total officers under the Senior Rater competing in that competitive category

■ Position Vacancy PRFs

- **No recommendation or ranking required on PRF**



Questions?



Integrity - Service - Excellence

Promotion Board Elements



- **Officer Selection Folder Contents**
- **Letter to the Board President**



Contents of Officer Selection Folder



- OERs/OPRs
- PRF (when required)
- Decorations (citation)
- Medical Certifications (professionals only)
- Training reports
- Letter to the board (if submitted)

HEADQUARTERS
UNITED STATES AIR FORCE
OFFICER SELECTION FOLDER

WARNING
This record is official use.
Unauthorized access or
disclosure is a criminal
offense, punishable by a fine up
to \$5,000
(5 U.S.C. 552A)

LINE OFFICER XXXX XXXX
DOE, JOHN

DOE, JOHN
123 45 6789

Contents of Officer Selection Folder

(Continued)

- Officer Selection Brief
 - Personal Data
 - Aeronautical data
 - Decorations
 - Professional Military Education
 - Academic education
 - Duty history
 - AFSC data
 - Participation: Point history

HEADQUARTERS
UNITED STATES AIR FORCE

OFFICER SELECTION FOLDER

WARNING
This record is official use.
Unauthorized access or
disclosure is a criminal
offense, punishable by a fine up
to \$5,000
(5 U.S.C. 552A)

LINE OFFICER XXXX XXXX

DOE, JOHN

DOE, JOHN
123 45 6789

Negative Items: Officer Selection Folder



- Article 15
- LOR
- Referral OPR (forever)
 - To include any rebuttal and attachments
- Court Martial (forever)

HEADQUARTERS UNITED STATES AIR FORCE	
OFFICER SELECTION FOLDER	
<div>WARNING This record is official use. Unauthorized access or disclosure is a criminal offense, punishable by a fine up to \$5,000 (5 U.S.C. 552A)</div>	
DOE, JOHN	LINE OFFICER XXXX XXXX
DOE, JOHN 123 45 6789	



PME/Education: What's Masked?



Consideration to:	PME	Academic Education
Maj	Yes (above SOS)	Yes (line only: above bachelors)
Lt Col	Yes (above ISS)	No
Col	No	No



Personal Letters to the Selection Board



Must:

- **Include your name and SSN**
- **Be signed by you**
- **Arrive prior to board start date**

Must Not:

- **Attach things that may become or is already a part of your record**
 - **Include endorsements**
 - **Include things masked**
 - **Be written by someone else on your behalf**
-

Integrity - Service - Excellence



Personal Letters to the Selection Board



Should:

- **Be brief & factual**
- **Explain errors or gaps in your record**

Should Not:

- **Challenge Supervisors or Chain of Command**
- **Be used to remove OPR**
- **Be whining, accusing or blaming**

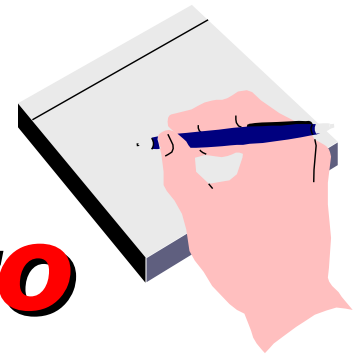


Letter to the Board: What's Appropriate?

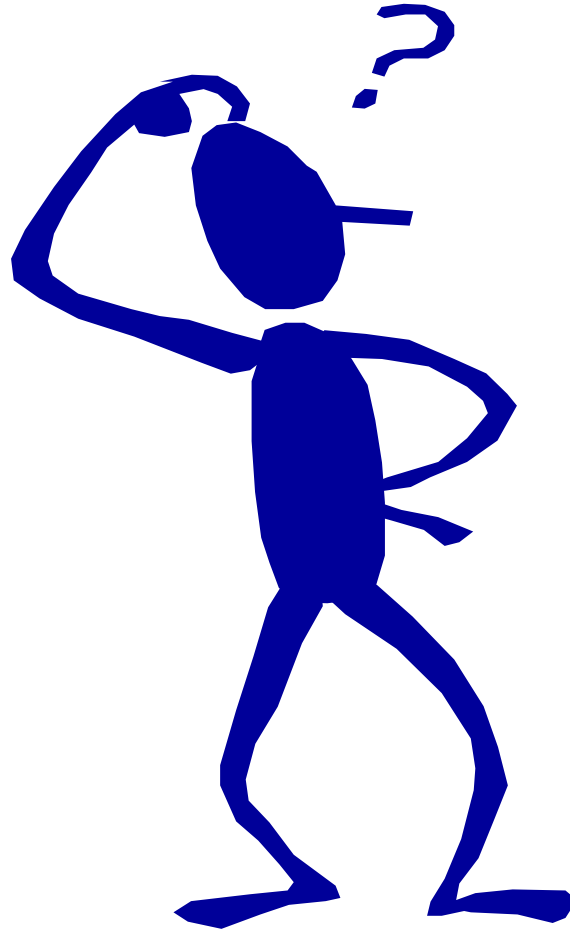


- Explain a “bad” year
- Community service representing the Air Force
- Relationship between military and civilian job
- Progress toward completion of appropriate development

Keep it brief and to the point!

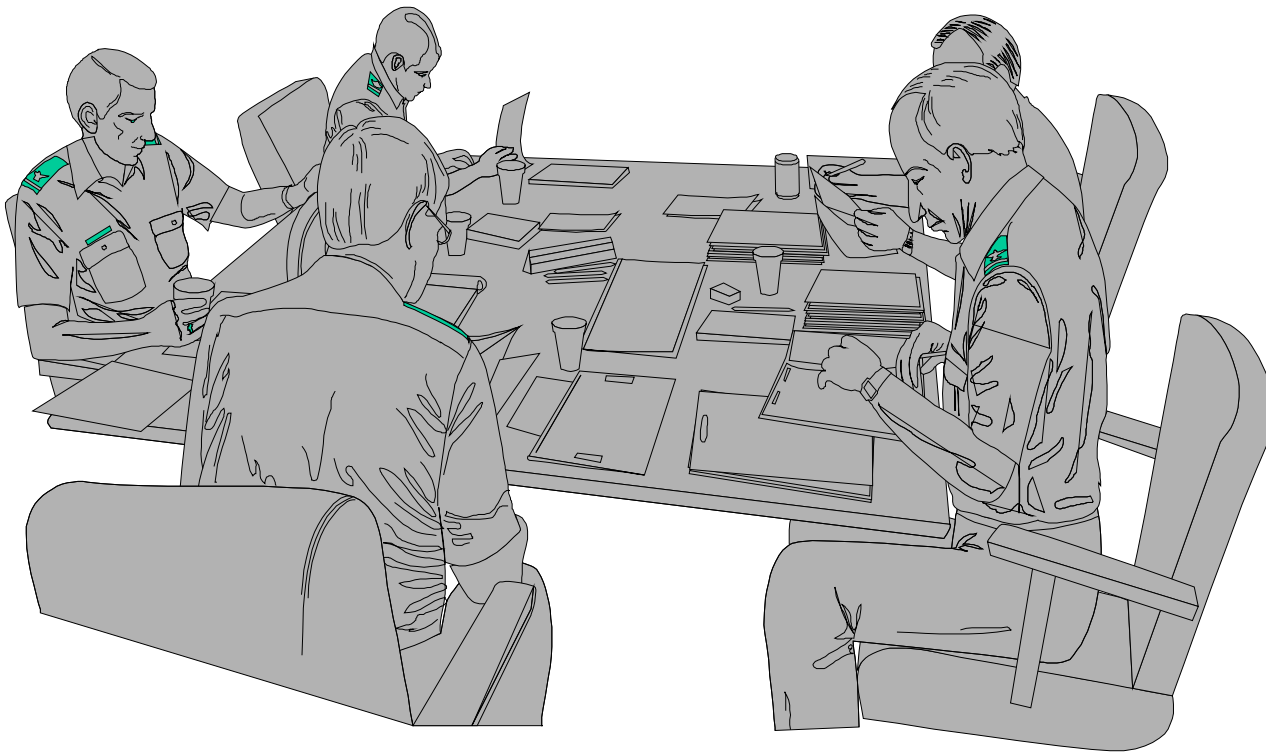


Questions?





Promotion Board Process



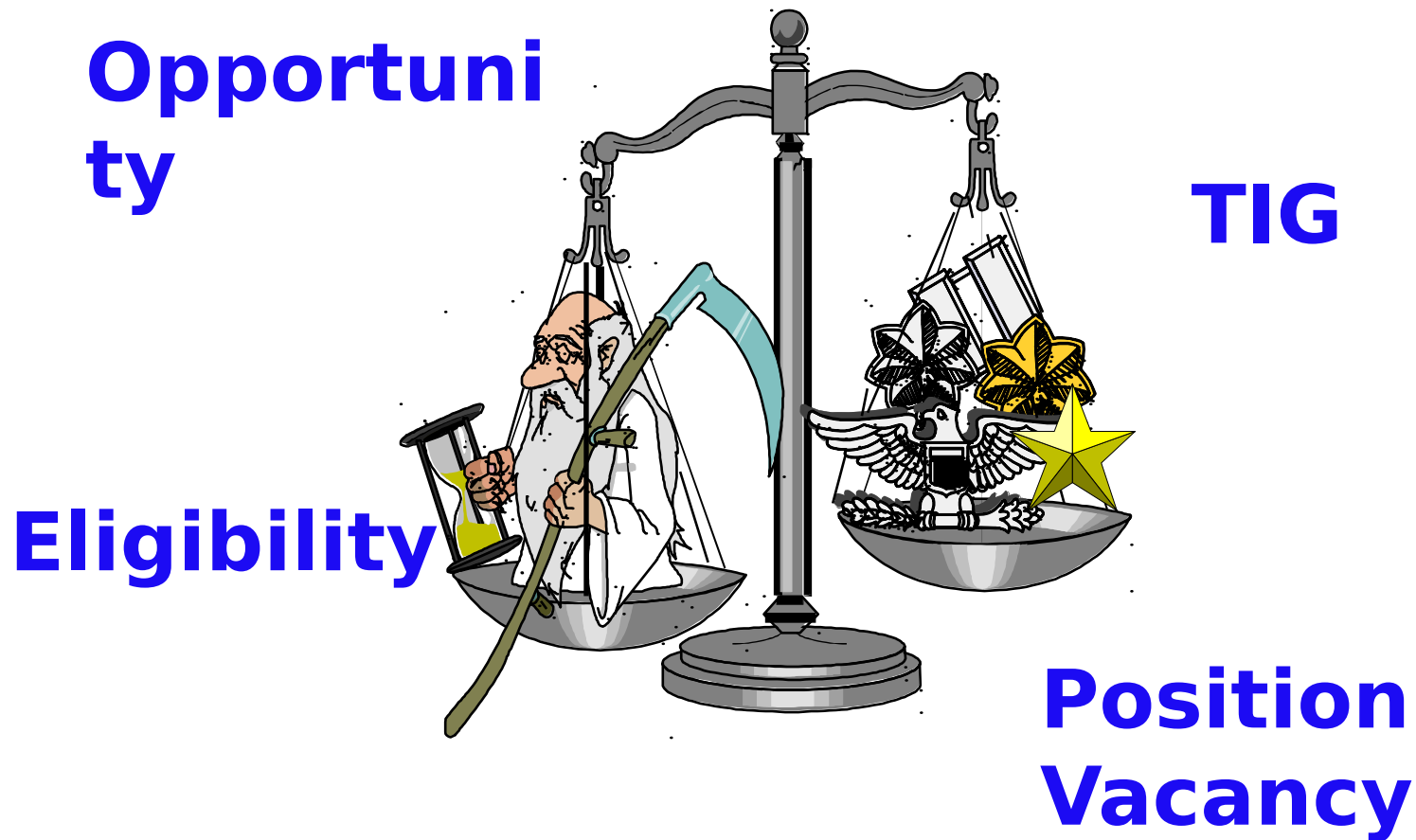
Integrity - Service - Excellence

Board Composition

Board	President	Panel Chief	Panel Members
Maj	Maj Gen	Col	Col
Lt Col	Maj Gen	Brig Gen	Col
Col	Maj Gen	Brig Gen	Col

Five member panels (appropriate Regular/Reserve)

Promotion ROE



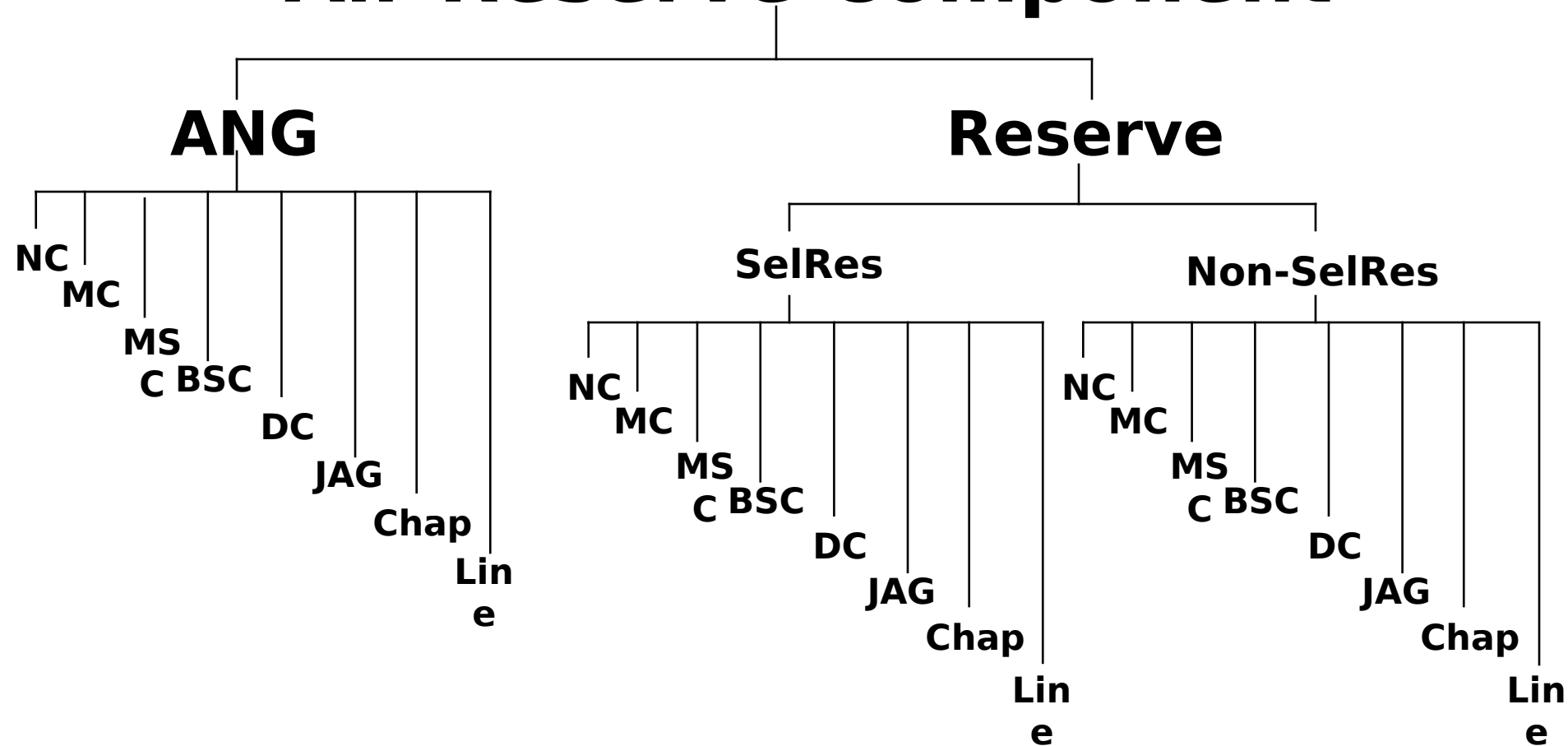
Promotion Quota

-
- **Established on 5-year requirements forecast**
 - **Can = Up to 100% of the total eligible**
 - **Quotas established by competitive category**
 - **Set and approved by SAF prior to each board**

Promotion Competitive Categories



Air Reserve Component





Eligibility Requirements (IPZ/APZ)



- **One year on Reserve Active Status List (RASL)**
 - **Active duty list counts towards year**
- **Remain on RASL until promotion effective date**
 - **Assignment to Inactive Status List Reserve Section or to Retired Reserve removes you from RASL**
- **Meet Time In Grade (TIG) requirements**

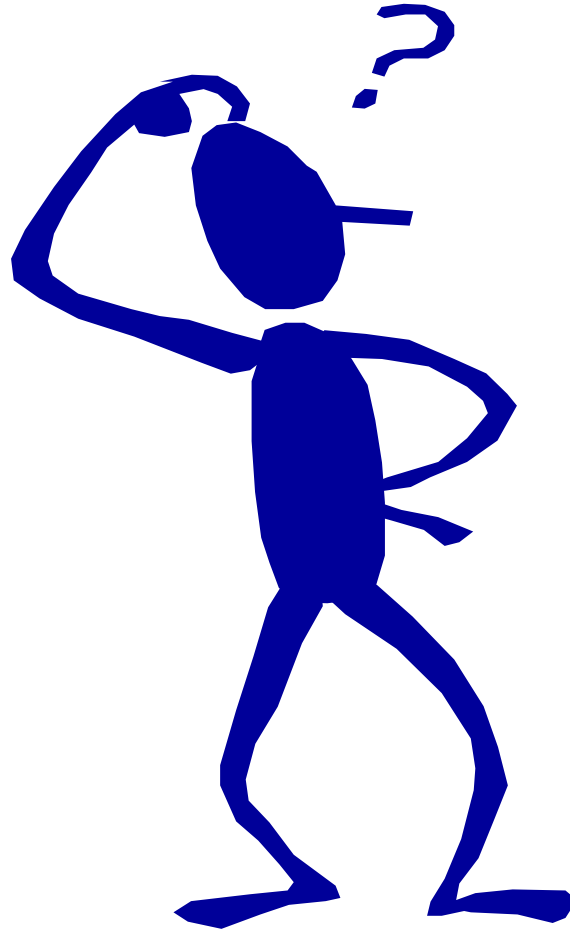
Time in Grade

Requirements for FY04

Promotion to:	TIG	Position Vacancy TIG
1st Lt	2	N/A
Capt	2	N/A
Maj	7	4
Lt Col	7	4
Col	3	N/A



Questions?



Integrity - Service - Excellence

Position Vacancy



Eligibility Requirements

Integrity - Service - Excellence



Eligibility Requirements Position Vacancy



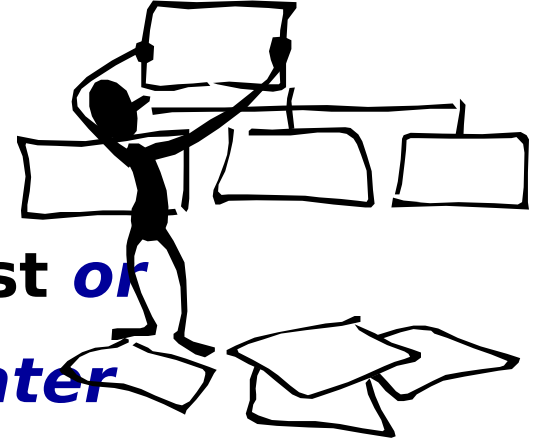
- **Assigned to a RASL position**
 - **Not eligible for mandatory board**
 - **Occupy authorized higher grade position when nominated**
 - **Not reassigned prior to:**
 - **Date of Completion of TIG or**
 - **Date President signs Select List or**
 - **Public Release, whichever is later**
 - **Satisfactory year during last full R/R year**
 - **Complete TIG by 30 September of board year**
 - **Nominated by your senior rater on PRF**
-

Integrity - Service - Excellence

Position Vacancy Promotions

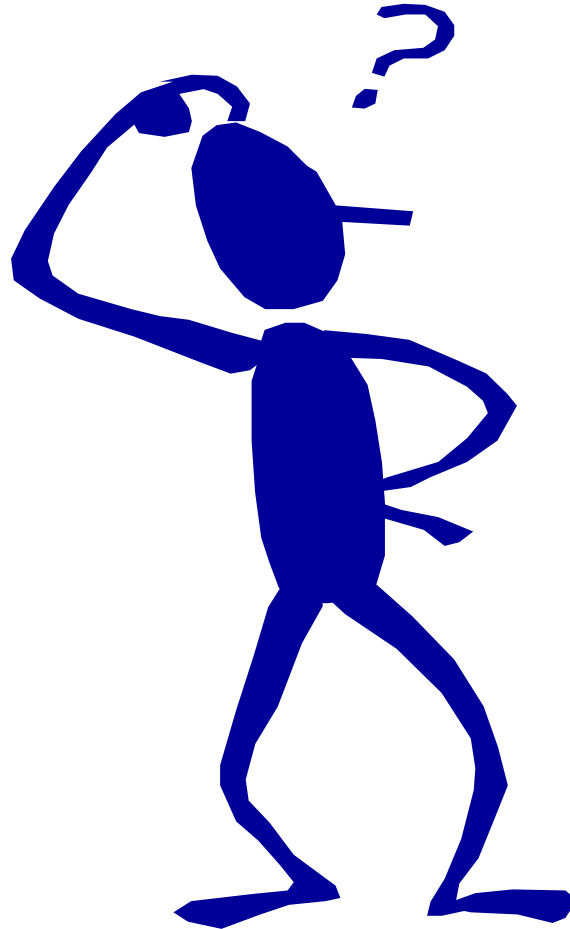


- **Nominee**
 - **Ensure Your records are up to date**
 - **Contact your MPF or HQ ARPC to get a copy of your Officer Preselection Brief**
- **You can write letter to board**
- **Promotion Effective Date**
 - **Date of Completion of TIG *or***
 - **Date President signs Select List *or***
 - **Public Release, *whichever is later***
- **No PV for Col**



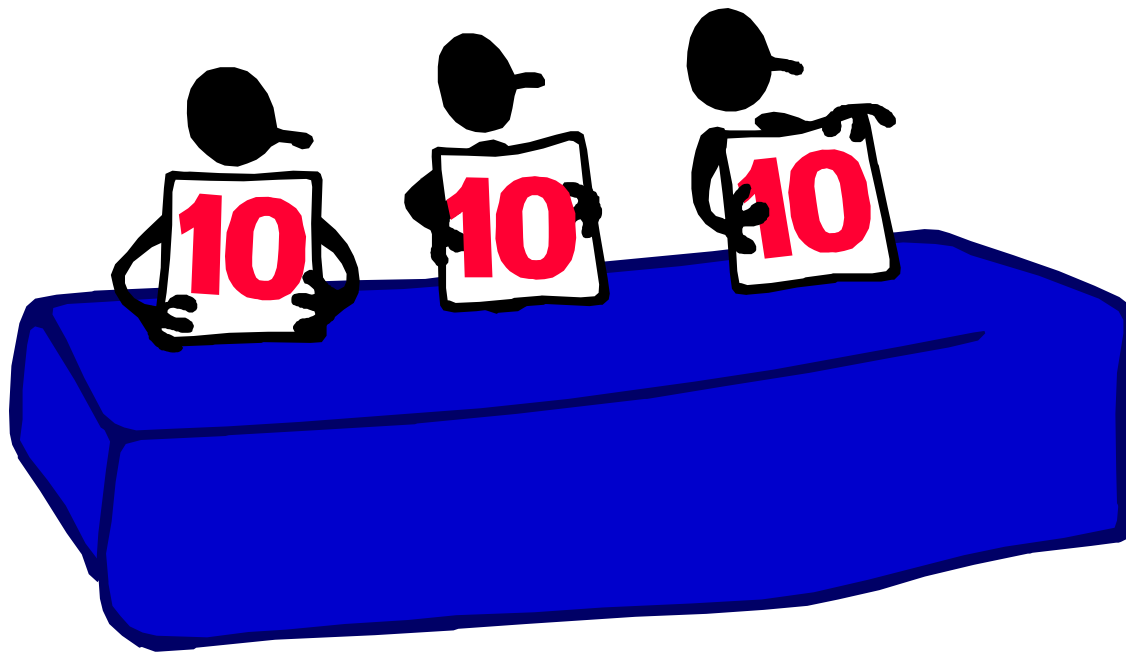


Questions?



Integrity - Service - Excellence

Board Results





New Policy for Promotion to Captain



- **No Board to Captain**
 - **Who's eligible**
 - **Selected Reserve: Unit, ART, AGR, IMA, & Selective Service**
 - **Non-Selected Reserve: Standby Reserve & IRR**
 - **How it works**
 - **Senior rater recommends officers as fully qualified **OR** not fully qualified**
 - **When promoted**
 - **Pin on two years time in grade**
-

Integrity - Service - Excellence



FY05 Line and Nonline Captain Promotion

Eligibility Criteria	
Board Type	Date of Rank (DOR)
Air National Guard	30 Sep 02 or earlier
Mandatory Selected Reserve (SelRes)	30 Sep 03 or earlier
Mandatory Other than Selected Reserve (NonSelRes)	

**New procedures began with FY04 promotion
cycle**

Integrity - Service - Excellence



Line Capt Selection Rates

(%)



	FY01	FY02	FY03			
ANG	100%	92%	70%			
UNIT	99%	96%	99%			
IMA	99%	97%	97%			
AGR	(None - eligible)			100%		
Selected Reserve Total				99%	95%	99%
Participating IRR (Cat E)					100%	88%
100%						
Non-Participating (S7)				86%	82%	78%
Non-Selected Reserve Total				86%	85%	78%

03 Board: Separate Quotas for Selected Reserve and Non-Selected Res

Integrity - Service - Excellence

Non-Line Captain Selection Rate (%)

	<u>FY01</u>	<u>FY02</u>	<u>FY03</u>			
■ Health Professions						
NC	96%	86%	96%			
MSC		94%	95%	100%		
BSC		89%	82%	94%		
DC		100%	71%	100%		
	<u>FY01</u>	<u>FY02</u>	<u>FY03</u>			
■ JAG		none	none	100%		
■ Chaplain		94%	100%		100%	



Line Major Selection Rates

(%)



ANG	FY02 90%	FY03 90%	FY04 80%			
UNIT	76%	73%	55%			
IMA	53%	57%	48%			
AGR	0%	73%	100%			
LEAD	--	--	100%			
Selected Reserve Total			68%	67%	52%	
Participating IRR (Cat E)			49%	29%	50%	
Non-Participating (S7)			20%	2%	7%	
Non-Selected Reserve Total			12%		24%	7%

FY 03 Board: Separate Quotas for Selected Reserve and Non-

Selected Reserve

Integrity - Service - Excellence



Non-Line Major Selected Reserve Selection Rates



	FY02	FY03	(%) FY04
■ Health Professions			
NC	48%	63%	56%
MC	39%	65%	76%
MSC	62%	49%	35%
BSC		24%	40%
38%			
DC	33%	64%	43%
■ JAG	69%	100%	68%
■ Chaplain	45%	98%	80%

FY 03 Board: Separate Quotas for Selected Reserve and Non-Selected Reserve

Selection Rates are Selected Reserve Only

Integrity • Service • Excellence



Line Lieutenant Colonel Selection Rates (%)



ANG	FY02 74%	FY03 75%	FY04 62%			
UNIT	58%	64%	60%			
IMA	45%	55%	48%			
AGR		100%	89%		88%	
LEAD	75%					
Selected Reserve Total			51%	60%	55%	
Participating IRR (Cat E)	40%			31%	29%	
Non-Participating (S7)	15%			12%	0%	
Non-Selected Reserve Total				35%	27%	22%

FY 03 Board: Separate Quotas for Selected Reserve and Non-

Selected Reserve

Integrity - Service - Excellence



Non-Line Lieutenant Colonel Selection Rates

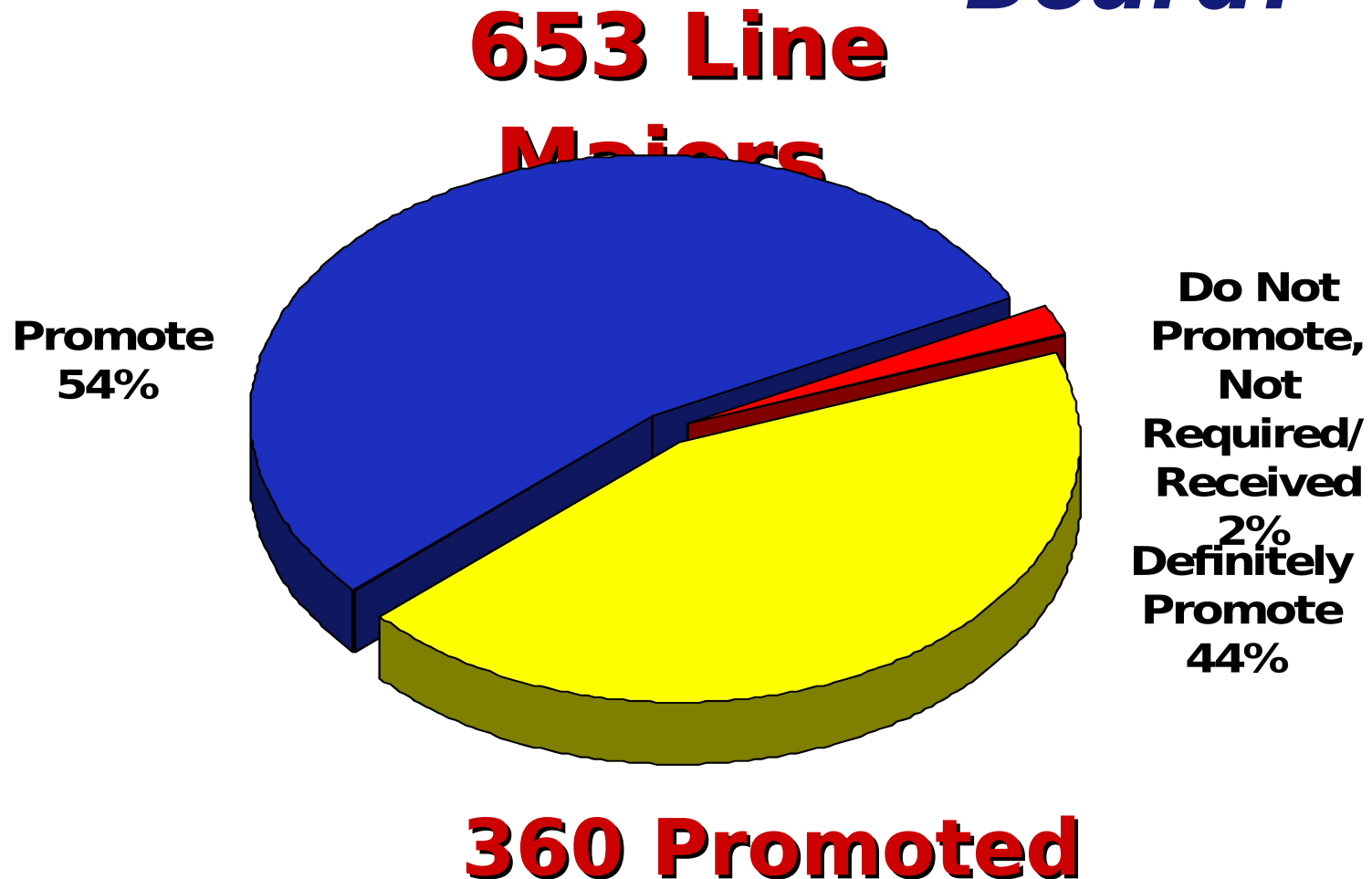


				(%)	
FY02FY03 FY04					
■ Health Professions					
NC	54%	57%	54%		
MC	53%	70%	62%		
MSC	54%	68%	58%		
BSC	50%	69%	50%		
DC	78%	71%	67%		
■ JAG					
		69%	64%	52%	
■ Chaplain					
		45%	44%	50%	

Selection Rates are Selected Reserve Only

Integrity - Service - Excellence

FY04 Lieutenant Colonel Board; Who Met the Board?



FY04 Lieutenant Colonel Board

Line - Who Got Promoted?

289 "DPs"





FY04 Lieutenant Colonel Board



Line - Who Got Promoted?

**289 "DPs"
283 Select**

24 1/2 out of

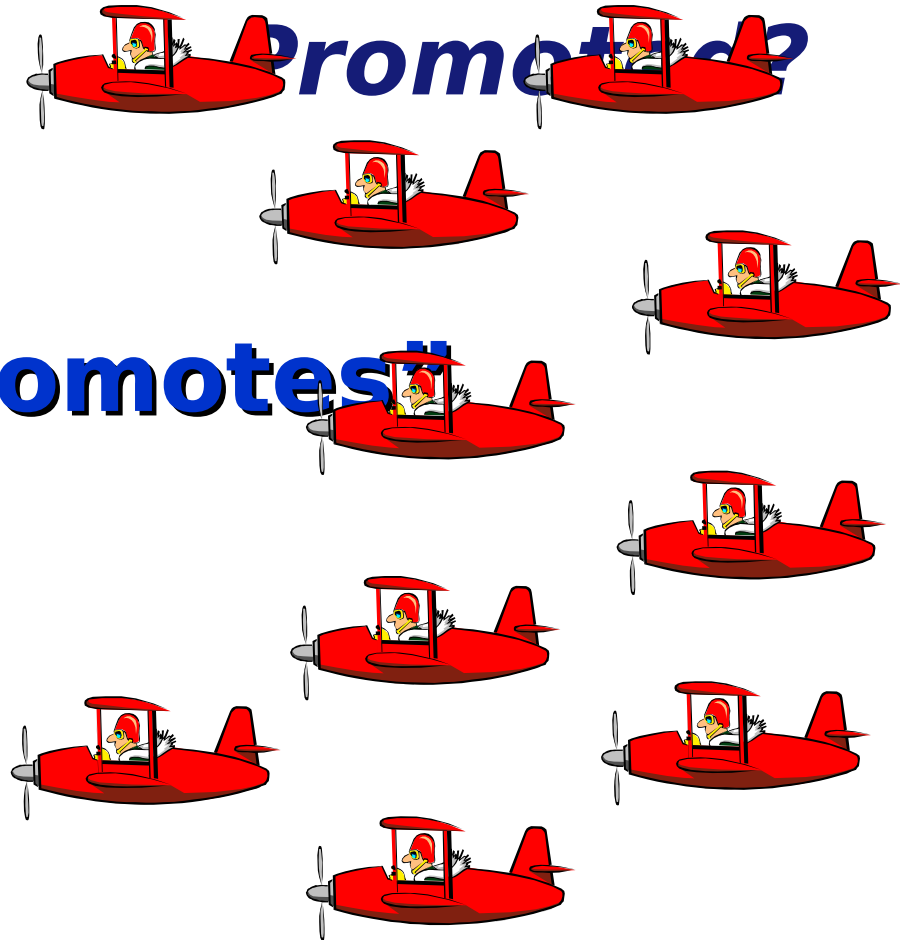
25
Integrity - Service - Excellence

FY04 Lieutenant Colonel Board

Line - Who Got Promoted?



353 "Promotes!"

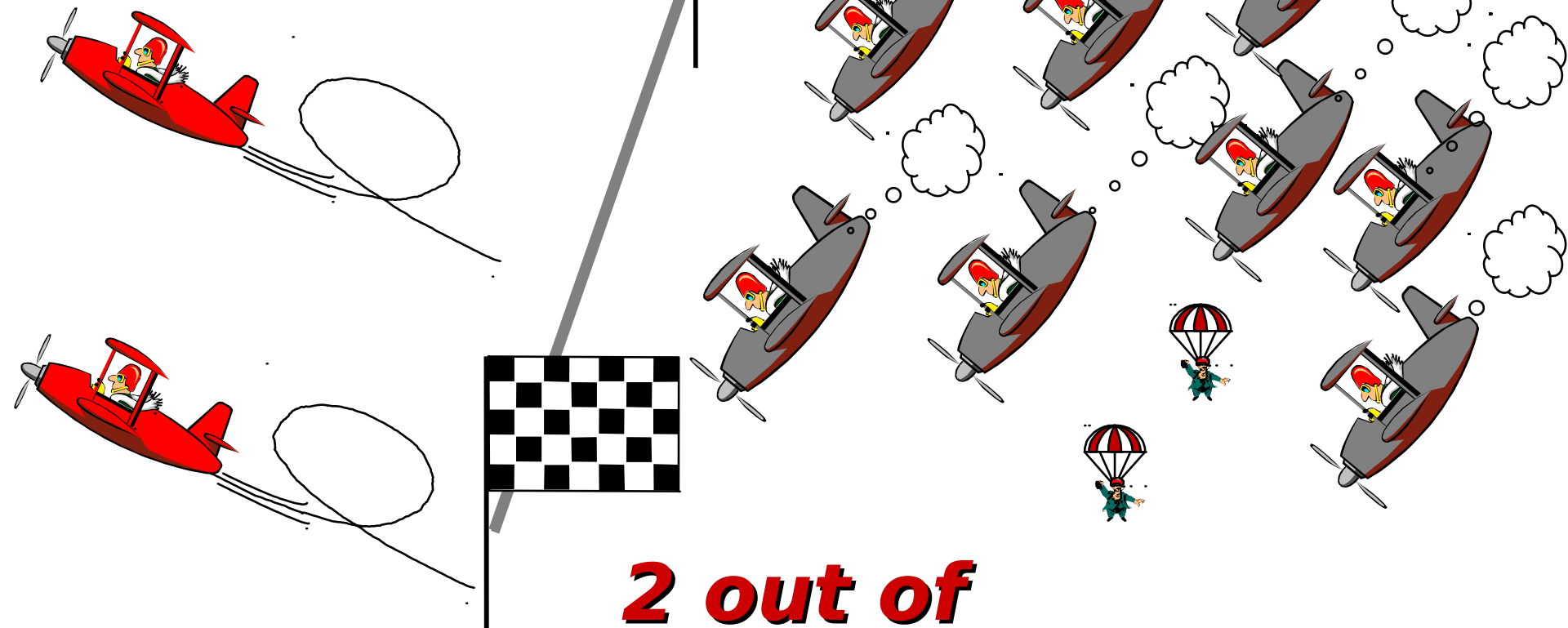


FY04 Lieutenant Colonel Board



**353 "Promote
77 Selects**

Line - Who Got Promoted?



2 out of

Integrity - ~~Service~~ - Excellence



Line Colonel Selection Rates

(%)

	FY02	FY03	FY04			
UNIT	14%	14%	19%			
IMA	14%	17%	18%			
AGR	33%	32%	50%			
LEAD	12%	12%	23%			
Selected Reserve Total	15%	16%	20%			
Participating IRR (Cat E)		2%	2%	2%	2%	7%
Non-Participating (S7)		0%	0%	0%	0%	0%
Non-Selected Reserve Total		2%	2%	2%	2%	6%

FY 03 Board: Separate Quotas for Selected Reserve and Non-

Selected Reserve

Integrity - Service - Excellence



Non-Line Colonel Selection Rates (%)



FY02		FY03		FY04			
■ Health Professions							
NC	10%	15%	19%				
MC	8%	9%	15%				
MSC		11%	25%	25%			
BSC	4%	12%	22%				
DC	9%	9%	18%				
■ JAG		11%	11%	23%			
■ Chaplain		13%	17%	23%			

Selection Rates are Selected Reserve and Non-Selected Reserve

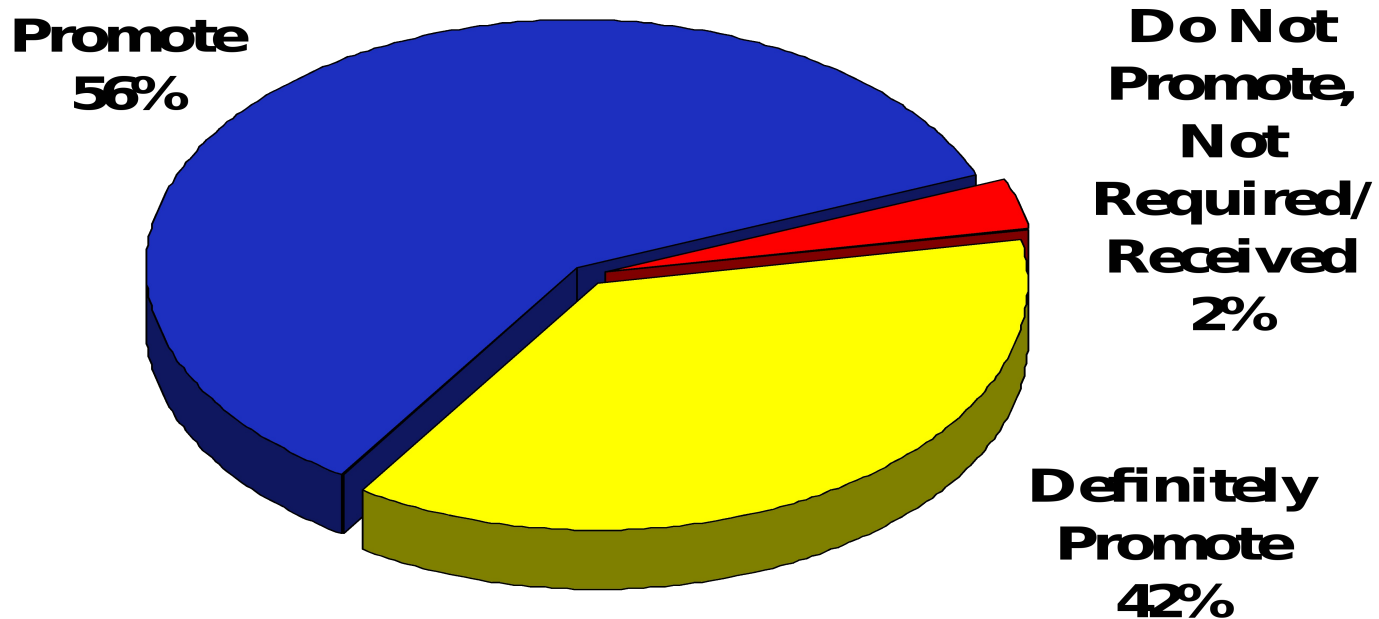
Integrity - Service - Excellence



FY04 Sel Res Colonels Board



Who Met the Board? **1008 Line Lt Cols**



203 Promoted

Integrity - Service - Excellence



U.S. AIR FORCE

FY04 Sel Res Line Colonels Board



Who Got Promoted?

423 "DPs"



Integrity - Service - Excellence

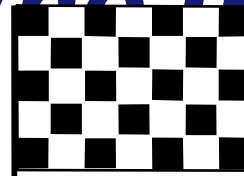
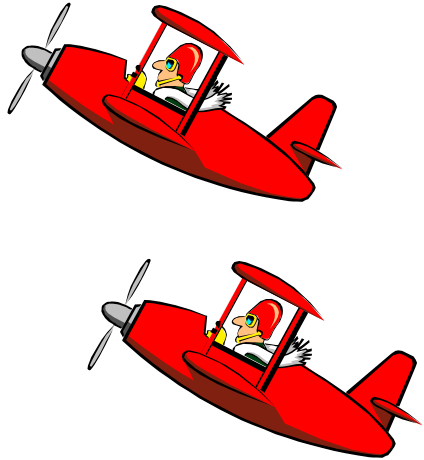


U.S. AIR FORCE

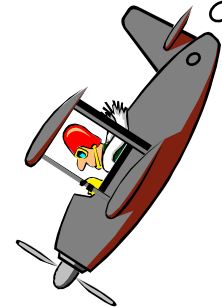
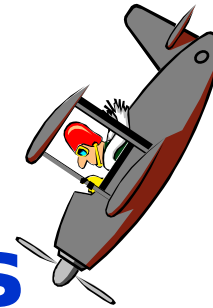
FY04 Sel Res Line Colonels Board



Who Got Promoted?



423 "DPs"
202 Selects



**12 out of
25**

Integrity - Service - Excellence



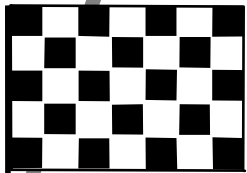
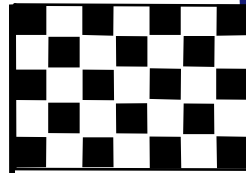
U.S. AIR FORCE

FY04 Sel Res Line Colonels Board



Who Got Promoted?

563 “Promotes”



Integrity - Service - Excellence



U.S. AIR FORCE

FY04 Sel Res Line Colonels Board



***Who Got Promoted?
563 "Promotes"
1 Selects***



***1 out of
563***

Integrity - Service - Excellence



FY04 Colonels Board Sel Res Line - Selection Factors



<u>Selects</u>	<u>Eligible</u>	
<u>%</u>		
DPs	423	202
48%		

Integrity - Service - Excellence



FY04 Colonels Board Sel Res Line - Selection Factors



<u>Selects</u>	<u>Eligible</u>	
<u>%</u>		
DPs	423	202
48%		
DP+SSS	389	202
52%		

Integrity - Service - Excellence



FY04 Colonels Board Sel Res Line - Selection Factors



<u>Selects</u>	<u>Eligible</u>	
	<u>%</u>	
DPs	423	202
48%		
DP+SSS	389	202
52%		
DP+SSS+Mast>	261	137
52%		

Integrity - Service - Excellence



FY04 Colonels Board Sel Res Line - Selection Factors



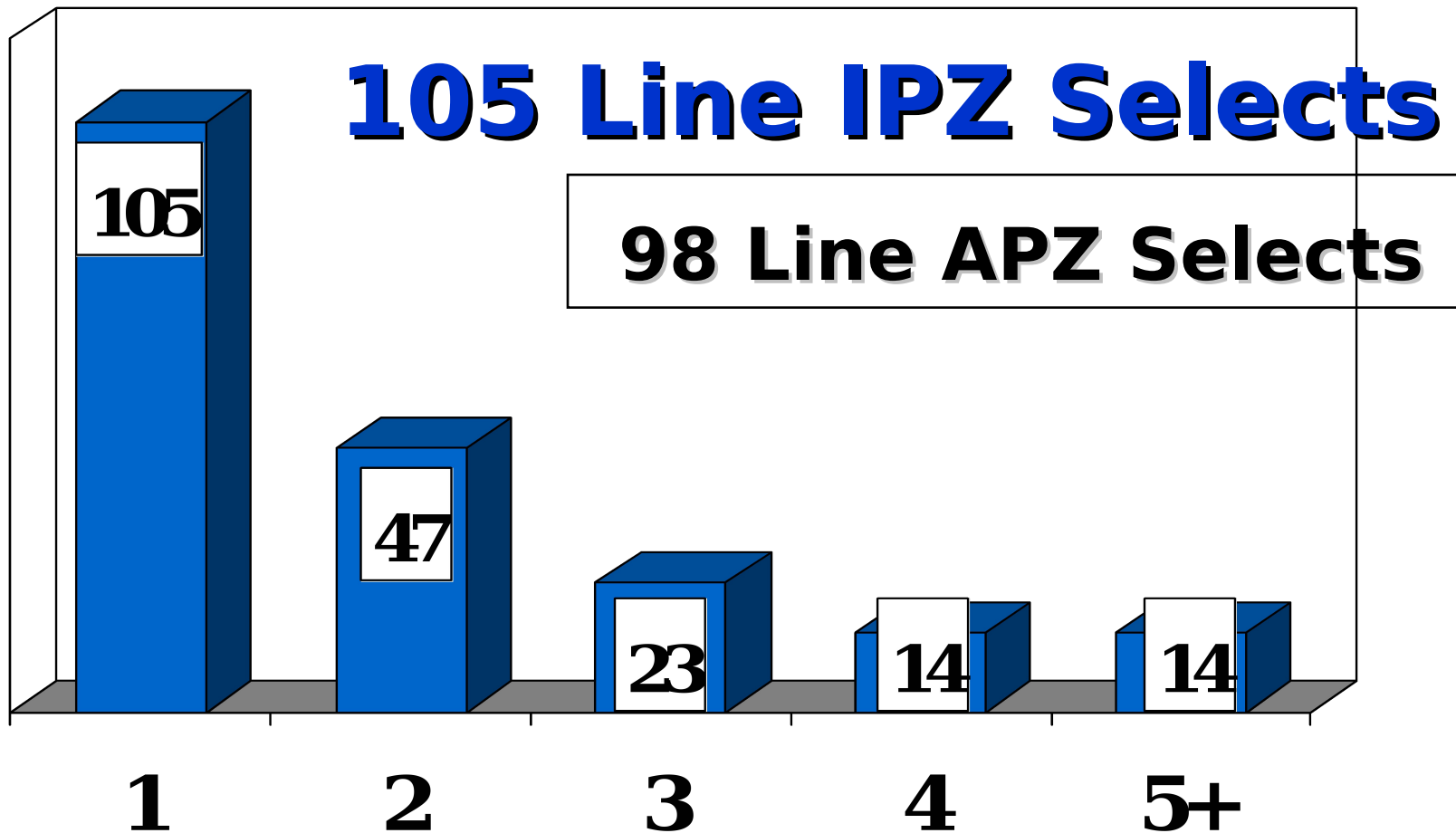
<u>Selects</u>	<u>Eligible</u>	
	<u>%</u>	
DPs	423	202
48%		
DP+SSS	389	202
52%		
DP+SSS+Mast>	261	137

52% *Integrity - Service - Excellence*

FY04 Sel Res Colonels Board



Number of Tries to Colonel



Board Members: What's Important?


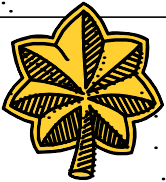

- **Potential (PRFs when applicable)**
- **Performance (OERs/OPRs)**
- **Participation (Point Summary)**
- **PME**
- **Level of responsibility**
- **Academic Education**
- **Letters to the board (when needed)**

Fact Sheets on Web

-
- **On <http://arpc.afrc.af.mil/promo> upon board release**
 - **Broken out by Competitive Category**
 - **Shows what board members look for**
 - **All eligible officers vs selected officers**
 - **Broken out by “whole-person” factors**
 - **PRF rating (if applicable)**
 - **Current OPR**
 - **Satisfactory participation**
 - **PME**
 - **Awards**
-

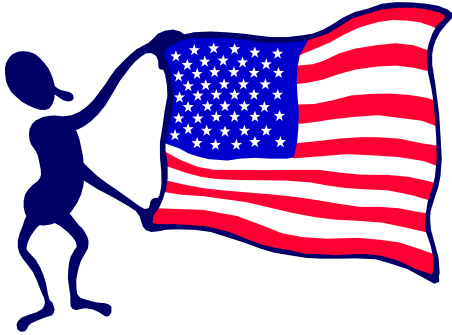
Promotion Board Schedule



Promotion Board	Air Force Reserve	Air National Guard
	18 Oct 04 FY05	Not Held At ARPC
	9 Feb 04 FY05	19 Apr 04 FY05
	14 Jun 04* FY05	19 Apr 04 FY05

*Includes Air Force Reserve Legal & Chaplain Major promotions

To Volunteer



To Be a Board Member (Colonels Only)

**IMA/AGR - HQ USAF/REPS
DSN: 425-6035**

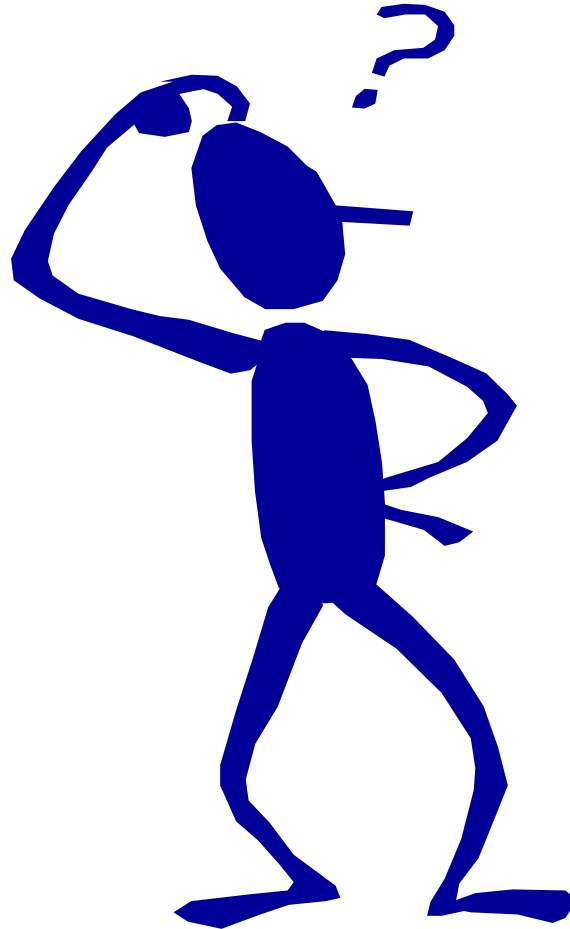
**Unit/ART - HQ AFRC/DPMO
DSN: 497-1219**

**ANG - HQ ARPC/CCG
DSN: 926-6303**

Integrity - Service - Excellence



Questions?



Integrity - Service - Excellence

Selective Continuation Board

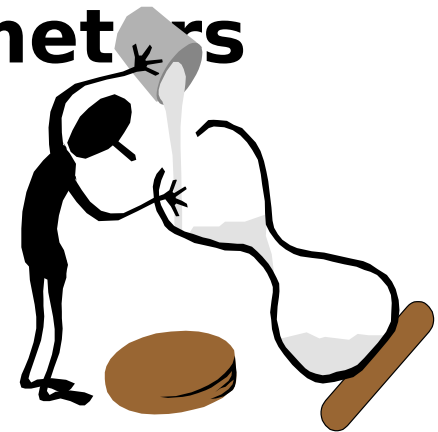


- **Purpose**

- **To continue officers in selected career fields to meet the needs of the Air Reserve**

- **Each Board is different**

- **SAF determines the parameters prior to each board**





Selective Continuation Board



-
- **Eligibles and Length of Continuation determined by SAF for each board**
 - **Past Board**
 - **Eligible**
 - ***Selected Reserve*** Officer
 - Specified AFSCs
 - 2X deferred for promotion Maj and Lt Col
 - Lt Col at MSD of 28 years
 - **Maximum Length of Continuation**
 - Capt - 20 years TFCS
 - Maj - 24 years TFCS
 - Lt Col - 30 years TFCS
-

Integrity - Service - Excellence



Selective Continuation Board



-
- **Meet eligibility requirements = Meet Board**
 - **No quota - 100% opportunity**
 - **Yes/No vote**
 - **Application for continuation is no longer required**
 - **Continued officers will meet future promotion boards**
 - **Officers declining continuation status will be separated or retire**
 - **Continuation board results have been at or close to 100%**



U.S. AIR FORCE



Mandatory Separation Date (MSD)

Integrity - Service - Excellence



Mandatory Separation Date

- **Maximum allowable years on Reserve Active Status List (RASL) varies by grade, age, and years of service**
- **Establishment of MSD is based on commissioned service, not satisfactory service used for retirement**



Separation for Length of Service or Age



Grade	Commissioned Service	Max Age**
Colonel	30 years	60
Lt Colonel	28 years	60

*****the earlier of the computations - age 60 takes precedence***

Integrity - Service - Excellence

Failure of Selection for Promotion (Passed Over Twice)

Failure of Selection for Promotion



Passed Over Twice: Date of Separation:

Captain



- 7th mo. after promotion board approval

Major



- First day of the month after the month when the officer completes 20 years of commissioned service or the 7th mo. after promotion board approval whichever is later

Lt Colonel



- First day of the month after the month when the officer completes 28 years of



U.S. AIR FORCE



MSD Waivers

Integrity - Service - Excellence

Non-Line Officers



-
- **Medical:** Can request an age waiver and be retained until age 67

 - **Chaplain:** Can request an age waiver and be retained until age 67

 - **Legal:** May be retained with SAF approval for up to 3 years beyond their MSD or up to age 60 which ever is first
 - Applies only to educational delay



MSD Waiver Process Non-Line Officers

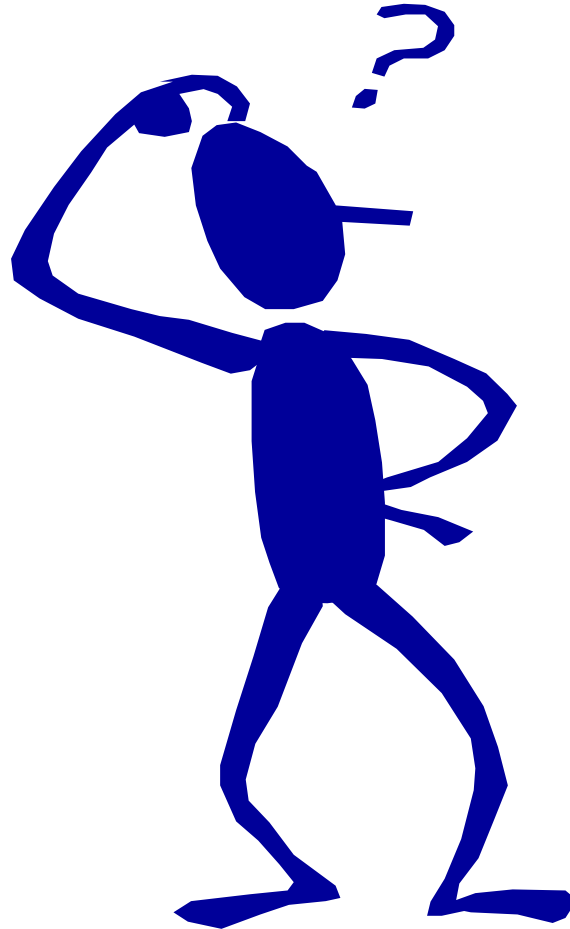


- **Officer initiates request for retention through their command channels to HQ ARPC/DPP**
- **Submit 6 months before established MSD**
- **Full justification by officer's commander must accompany and clearly support the request**
- **Secretarial approval required for retention beyond MSD**



U.S. AIR FORCE

Questions?



Integrity - Service - Excellence



U.S. AIR FORCE



AIR FORCE RESERVE

ABOVE & BEYOND

Integrity - Service - Excellence